



# ALL THINGS NEW

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STEADFAST IN FAITH • FORWARD IN HOPE

PARISH WORKBOOK  
ST. NORBERT - FLORISSANT

# ABOUT YOUR PARISH WORKBOOK

- This parish workbook is designed to equip pastors and key parish leaders with data about the Archdiocese of St. Louis, your local planning area, and your parish.
- The data contained in this parish workbook has been gathered over the past twenty years from your parish and other parishes across the Archdiocese.
- This parish workbook should be used as an internal planning tool to help shape your reflections on the current strengths and opportunities for future growth of ministry and evangelization in the future.
- To help ensure accuracy of information, parishes are requested to limit the distribution of the information contained in this parish workbook to the pastor, parish staff, key parish leaders, and key advisory bodies. Information summarizing this data will be made available in the fall 2022 for parishioners across the Archdiocese.



# ALL THINGS NEW PRAYER

Heavenly Father, you sent your Son Jesus as the first Evangelizer of the Good News.

Send forth the power of the Holy Spirit upon the Church of St. Louis and grant us the gift of true discernment so we may do your will in all things.

Help us be totally free to follow wherever you lead us, totally generous to be good stewards of your many gifts, and totally passionate to suffer all in order to be more closely united to you.

Commissioned by your Son and empowered by the Spirit to “Go and Make Disciples of all Nations,” strengthen us by the power of your grace as we bring the Good News of Salvation into the lives of all those we touch, so that individual hearts and all of society may be converted to you and all things might be made new.

Inspired by the apostolic zeal of previous generations, as we begin the process of planning for the future, may our only desire be to do all things for the greater glory and honor of your name and for the good of your people in the Archdiocese of St. Louis.

Through Christ our Lord.  
Amen.



## GUIDING TEXTS

### REV. 21:3-5

*I heard a loud voice from the throne saying, “Behold, God’s dwelling is with the human race. He will dwell with them and they will be his people and God himself will always be with them.*

*He will wipe every tear from their eyes, and there shall be no more death or mourning, wailing or pain, the old order has passed away.”*

*The one who sat on the throne said, “Behold, I make all things new.” Then he said, “Write these words down, for they are trustworthy and true.”*





## GUIDING TEXTS EVANGELII NUNTIANDI (#18)

*For the Church, evangelizing means bringing the Good News into all the strata of humanity, and through its influence transforming humanity from within and making it new: "Now I am making the whole of creation new."*

*But there is no new humanity if there are not first of all new persons renewed by Baptism and by lives lived according to the Gospel.*







## GUIDING TEXTS JOY OF THE GOSPEL (#27)

*I dream of a “missionary option”, that is, a missionary impulse capable of transforming everything, so that the Church’s customs, ways of doing things, times and schedules, language and structures can be suitably channeled for the evangelization of today’s world rather than for her self-preservation.*



# STRATEGIC PASTORAL PLANNING INITIATIVE OUTCOME

**Develop a plan that will make all things new enabling a vibrant Catholic presence in every square mile of the Archdiocese of St. Louis for the next century**

## **A Renewed Church**

Gospel renewal in our parishes, schools, and other ministry efforts

## **A Renewed Mission**

Enhance our evangelization efforts to those on the margins of society

## **A Vibrant Future**

Secure a vibrant future for the Church of St. Louis



# STRATEGIC PASTORAL PLANNING INITIATIVE

## GOALS

1. **Unceasing Prayer.** Engage all individual Catholics to reflect upon the need for Jesus Christ in their daily lives and call upon the Holy Spirit to guide our actions to fully share the love of the Lord in every encounter.
2. **Unifying Vision.** Articulate and implement a vision for evangelization that empowers and expects every baptized Catholic to spread the Gospel message and ensures a Catholic presence in every square mile of the Archdiocese of St. Louis through missionary outreach, parish and school footprint, and dynamic leadership.
3. **Intentional Stewardship.** Define and develop a plan that will appropriately reallocate resources throughout the Archdiocese of St. Louis that will be supported by structures at the diocesan, parish, school, and agency levels to ensure long-term viability and vibrancy of the Catholic presence.





# ALL THINGS NEW TIMELINE





# ALL THINGS NEW

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STEADFAST IN FAITH • FORWARD IN HOPE

OUR DIOCESE  
ARCHDIOCESE OF ST. LOUIS

# ABOUT OUR DIOCESE

- The Archdiocese of St. Louis is 178 parishes encompassing the City of St. Louis and 10 surrounding counties – a large and diverse territory: urban, suburban and rural.
- Our local church has been declining for several decades as older Catholics die and there are insufficient number of young Catholics to take their place.
- This is best exemplified by the significant decline in the number of births and baptisms in our diocese.
- As our Catholic population has moved from the city to the near suburbs and from the near suburbs to the farther out suburbs, this has resulted in too few priests in large parishes and too many priests in small parishes.
- Our diocesan priests are aging and number of priests to serve our Catholic population is declining.
- Over the past decade, Mass attendance has been on a steady decline. The long-term implications of COVID are unknown, but the rebound in Mass attendance from 2020 to 2021 still leaves us 25% below pre-COVID levels.



# OUR TERRITORY FOR EVANGELIZATION



# OUR CATHOLIC POPULATION CONTINUES TO DECLINE

- In 2021, the number of Catholics in the Archdiocese of St. Louis dipped below 500,000 for first time since the 1960s.
- We have more baptisms than funerals and we have nearly 1,000 enter the church each year. Our numbers should be growing by 2,000 per year.
- As many as 5,000 Catholics are “leaving” the Church – OR – not re-engaging in the Church after high school or college.



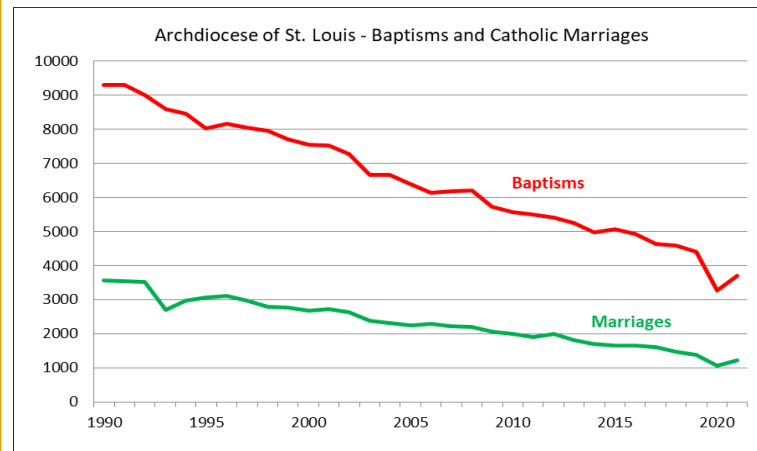
# OUR CATHOLIC POPULATION IS AGING RESULTING IN FEWER YOUNG PEOPLE

## The Landscape in the United States

- In the last decade, the percentage of the adult population claiming no religious affiliation (the “nones”) grew from 17% to 26%.
- In the last decade, the percentage of the millennial population claiming no religious affiliation grew from 27% to 40%.

## The Landscape in the Archdiocese of St. Louis

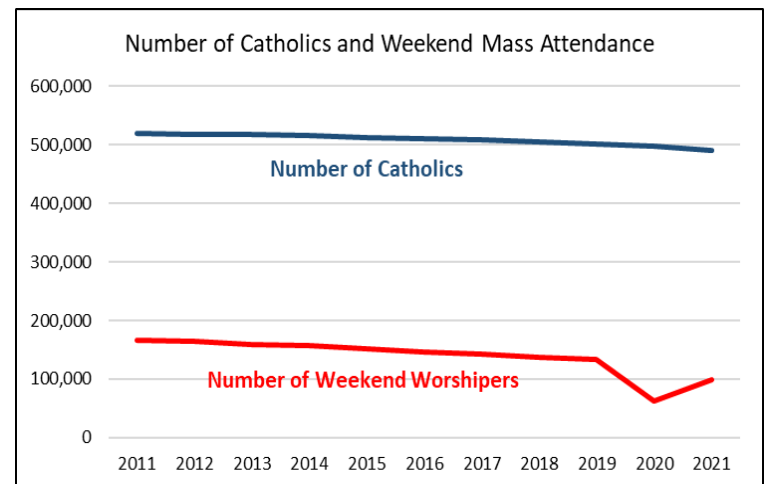
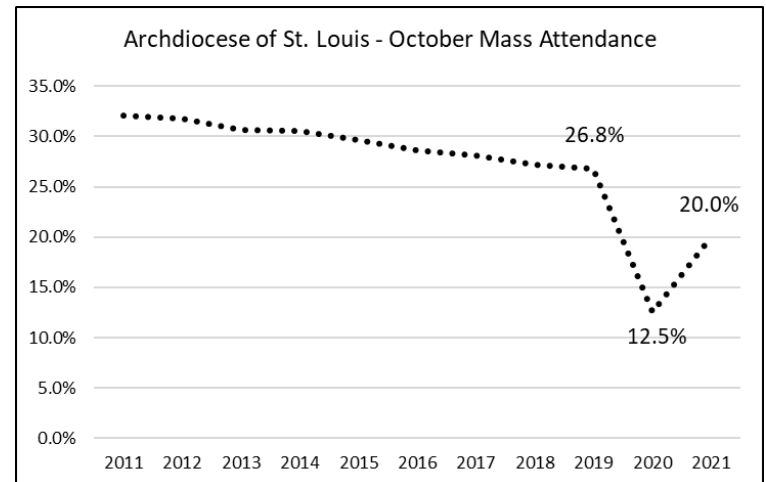
Our baptism and marriage trends reflect the national landscape, as they are half of what they were 20 years ago.





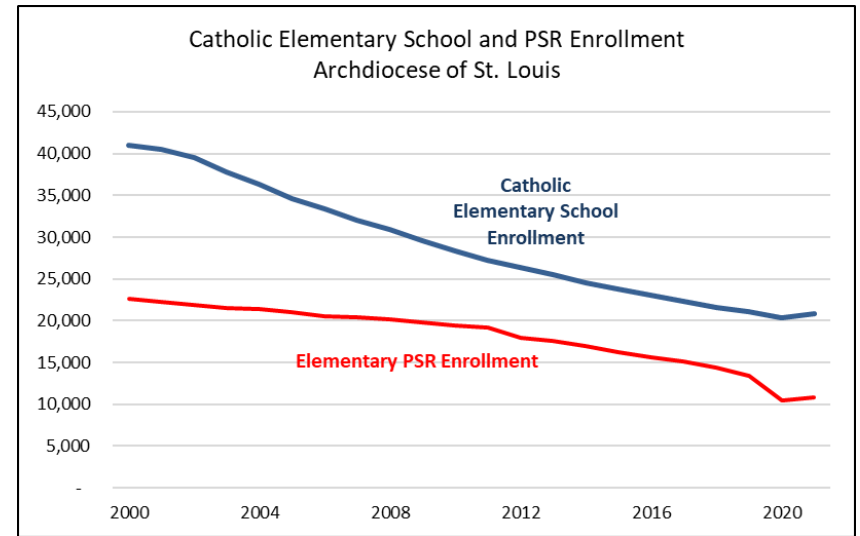
# WEEKLY SUNDAY MASS ATTENDANCE CONTINUES TO DECLINE

- Prior to the COVID-19 pandemic, Mass attendance was declining between 0.5% to 1% per year.
- Mass attendance hit a record low in October 2020 which is attributed to the COVID-19 pandemic.
- While Mass attendance in October 2021 showed a significant increase from 2020, it was still 25% lower than Mass attendance in October 2019.
- In 2019, only 33% of our pews were occupied during the typical weekend Mass. By 2021, only 25% of our pews were occupied during the typical weekend Mass.



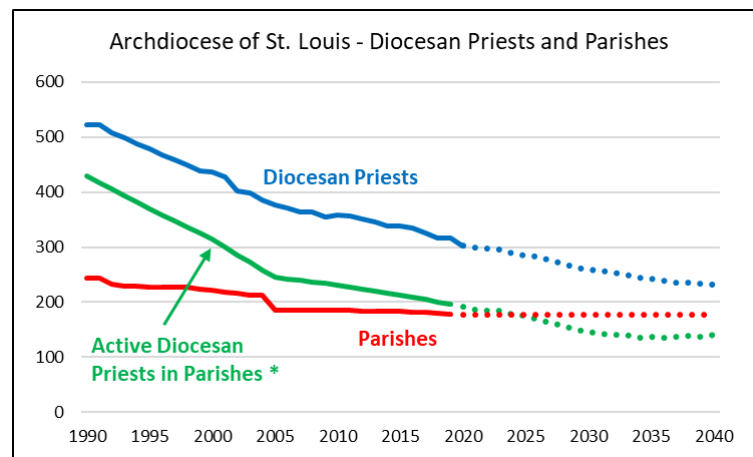
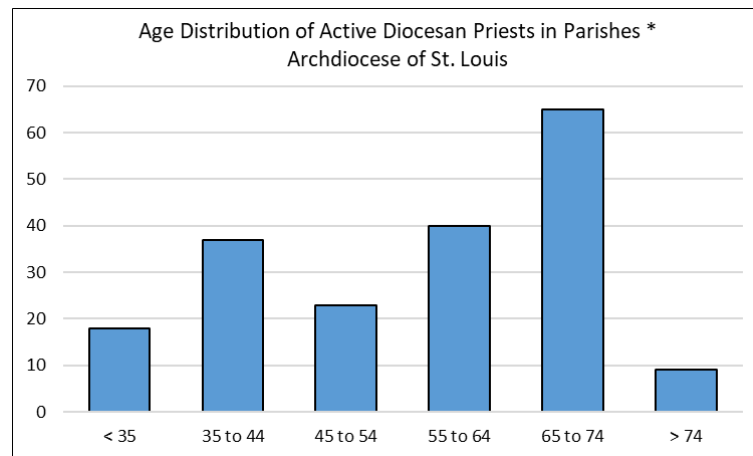
# FEWER BAPTISMS HAVE RESULTED IN FEWER CHILDREN IN CATHOLIC SCHOOLS AND PSR

- Though we educate a higher percentage of children in our Catholic schools than nearly any other diocese (37%), enrollment continues to decline.
- During the last decade, PSR enrollment has declined faster than day school enrollment.
- Our current model of Catholic elementary schools cannot continue.
  - Only 40-50% of our elementary school children live in the boundaries of their parish school.
  - The cost to educate our students continues to outpace tuition increases.
  - Parish investment in our schools continues to absorb an increasing percentage of parish funds available to support other parish ministries.



# OUR PRIESTS ARE AGING

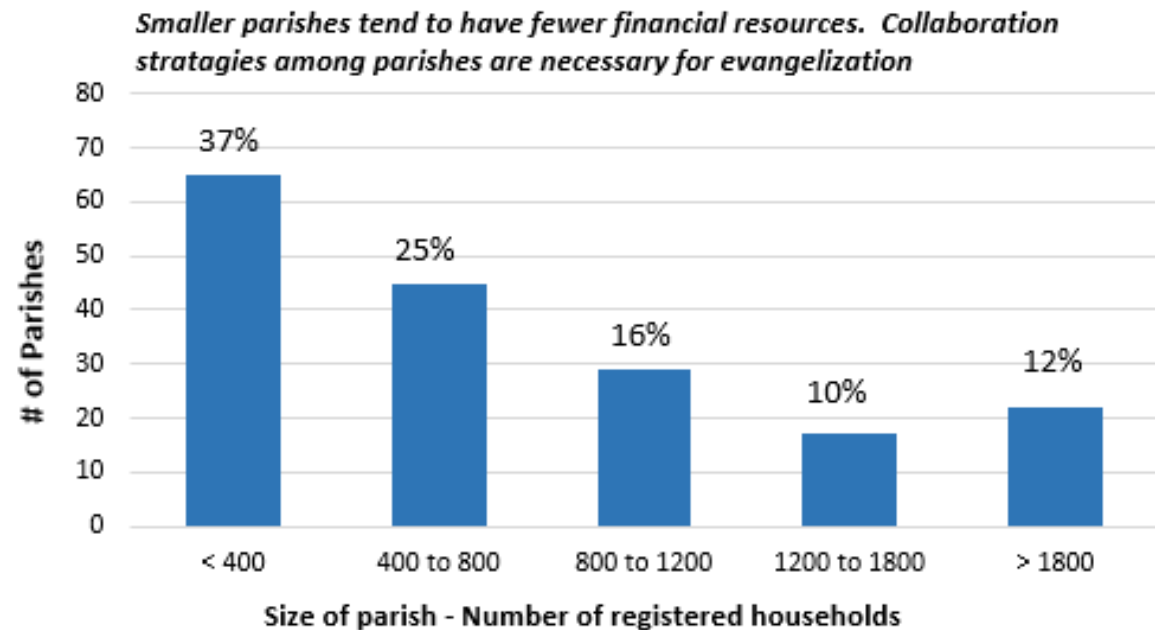
- 35% of our diocesan priests (74 priests) serving in parishes are 65 years of age or older.
- These 74 priests could retire in the next 10 years.
- Though priests' retirement age is 75, the average of retirement for our diocesan priests has been 71.
- By 2026, we will have fewer diocesan priests to serve in parishes than the number of parishes we have.
- Our largest parishes will still need to be served by 2-3 priests.



\* Excluding retired priests resident in parishes



# OUR FINITE RESOURCES NEED TO BE REALIGNED TO ENABLE VIBRANT MINISTRY



Number of Priests *	49	46	38	27	50
Ratio of Parishioners to Priests	619	1,416	1,996	2,704	3,411

\* Includes diocesan and religious order priests





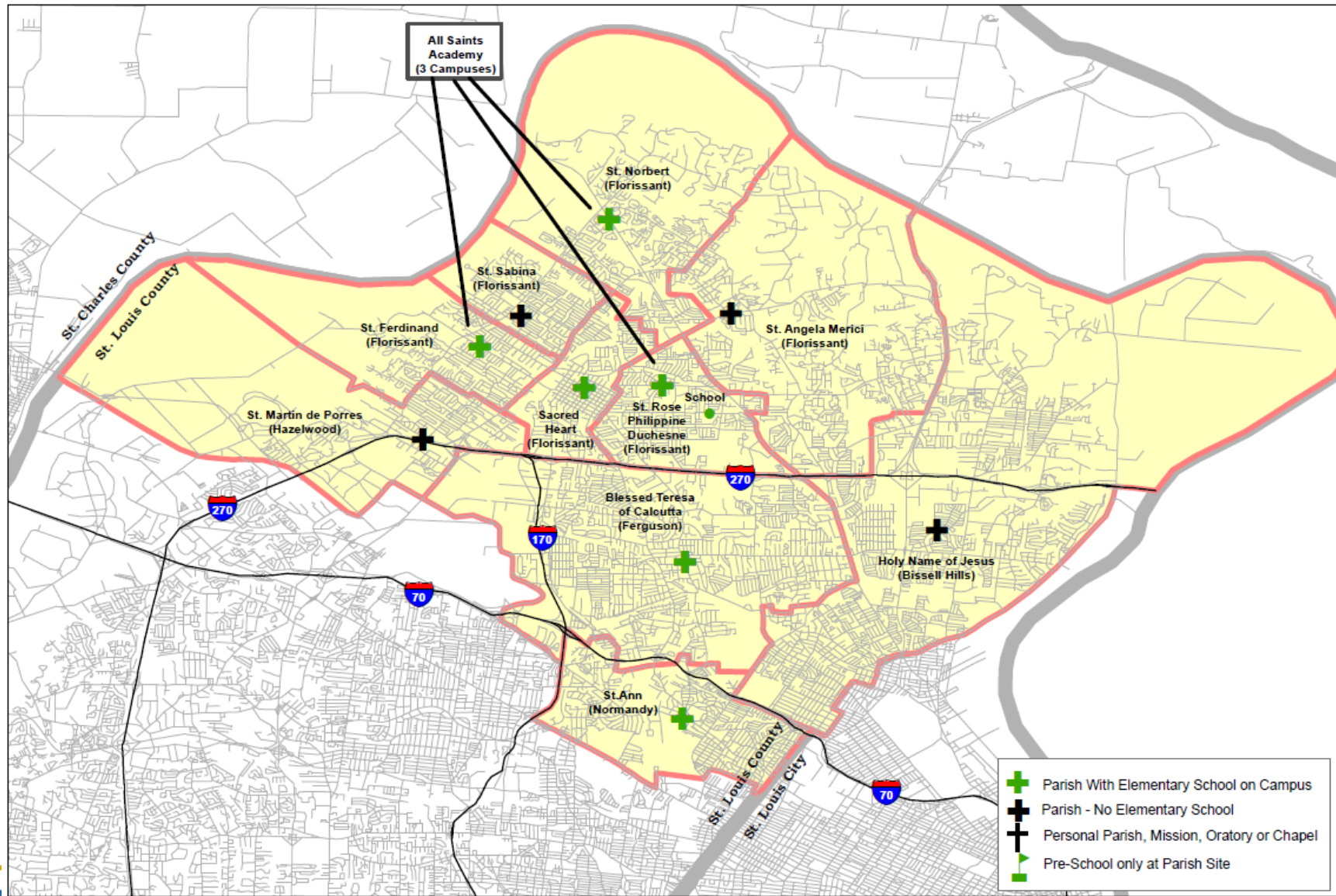
# ALL THINGS NEW

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STEADFAST IN FAITH • FORWARD IN HOPE

OUR PLANNING AREA  
PLANNING AREA #1

# OUR TERRITORY FOR EVANGELIZATION





## ABOUT OUR PLANNING AREA

- The planning area is in the northern portion of St. Louis County. The geography of this area is defined by three Interstates (270, 170 and 70), the Mississippi and the Missouri Rivers and the St. Louis City border.
- Located in the North County deanery. There are 10 territorial parishes and 4 elementary schools (6 school campuses) in this planning area. Currently there are 11 diocesan priests assigned to this group.
- Groups of parishes and church buildings are a short distance from each other with the 7 northernmost parishes all within a 15 minute drive of each other.



# OUR PLANNING AREA IS EXPERIENCING A CONTINUED SIGNIFICANT DEMOGRAPHIC CHANGE OF THE POPULATION

- Total population in the planning area in the 2020 census was down 6% from 2010.
- Once a very Catholic area in the decades after World War II, now only 9% of the population is registered Catholic, which is lower than the diocesan average of 18%.
- Significant shift in the racial composition of the planning area:
  - The percentage of the white population decreased from 69% in 1990 to 24% in 2020
  - The percentage of the black population increased from 29% in 1990 to 69% in 2020
- Median household income in the area is \$49,153, which is lower than the archdiocesan average of \$60,700.



# OUR PLANNING AREA DEMOGRAPHIC TRENDS

(U.S. Census Data)	1990	2000	2010	2020
Population	294,181	287,795	272,960	257,184
Percent Change		-2%	-5%	-6%
Households	110,132	110,934	106,902	103,716
Percent Change		1%	-4%	-3%
Population				
White	204,357	141,848	94,254	61,274
Percent of Total	69%	49%	35%	24%
Black	86,708	138,042	169,115	177,967
Percent of Total	29%	48%	62%	69%
Other/Multi-Race	3,116	7,904	9,591	17,943
Percent of Total	1%	3%	4%	7%
Hispanic (not a race)	2,591	3,212	4,120	5,973
Percent of Total	1%	1%	2%	2%
% of Population Age 55+	22%	21%	24%	28%

## 2020 Data

% of Households - Renters 41%

% of Households - Single Person Living Alone 32%

## Median Household Income

Planning Area \$ 49,153

Archdiocese \$ 60,700

## 2021 Data

## % of Population Registered Catholic

Planning Area 9%

Archdiocese 18%

No. of Catholic School Children in Planning Area 1,458

## 2017-2021 (Five-Year Average)

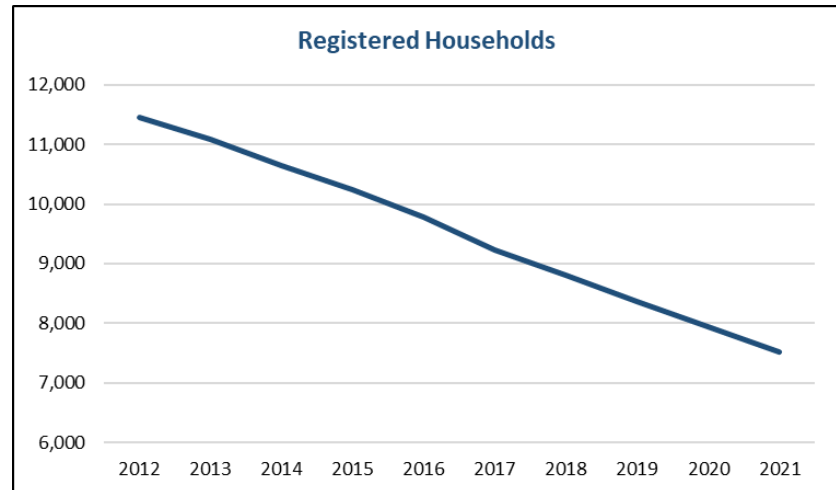
% 8th Grade Students to Catholic High Schools 60%



# OUR PLANNING AREA SACRAMENTAL TRENDS

## REGISTERED HOUSEHOLDS

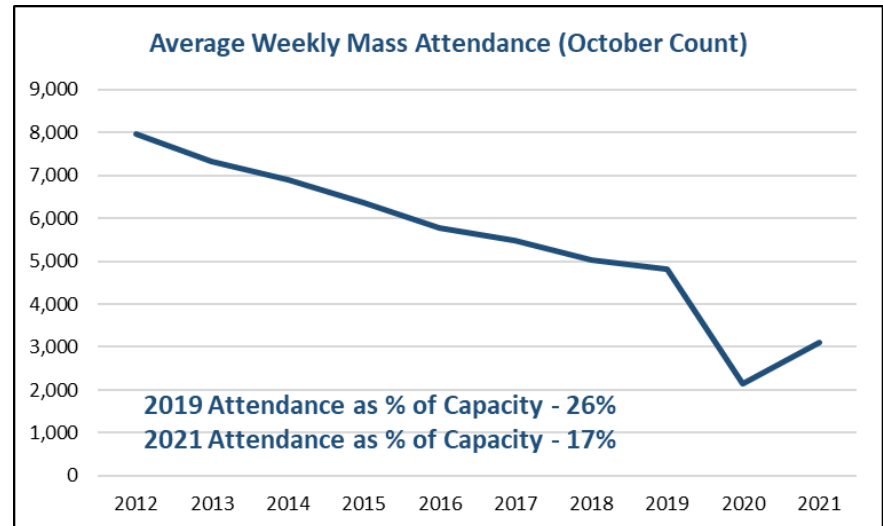
- Registered households in the planning area declined by 34% during the past decade, compared to a decline of 7% for the diocese.
- The decline in registered households was the largest of any planning area.



# OUR PLANNING AREA SACRAMENTAL TRENDS

## MASS ATTENDANCE

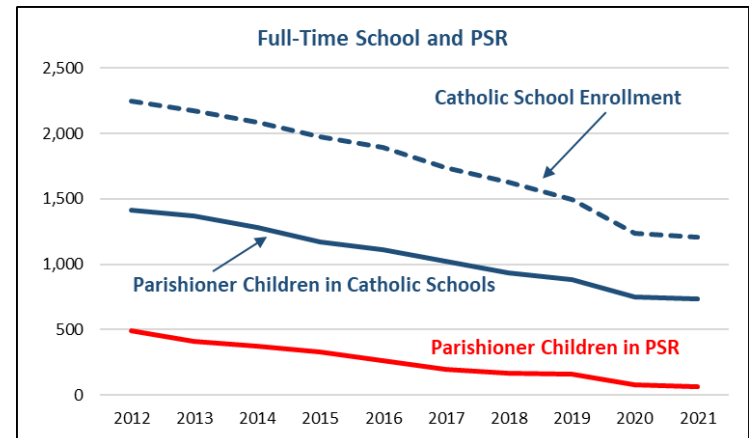
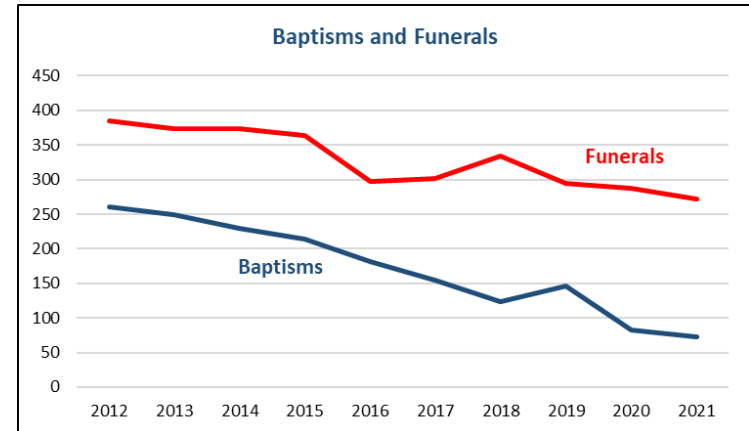
- Mass attendance declined 50% during the decade, much greater than the 30% decline for the entire diocese.
- This decline in mass attendance was the largest in any planning area.
- Mass attendance as percent of capacity was below the Archdiocesan average of 35% in 2019 and 25% in 2021.



# OUR PLANNING AREA SACRAMENTAL TRENDS

## BAPTISMS, FUNERALS, & K-8 FORMATION

- There is an aging Catholic population with funerals well in excess of baptisms.
- In 2021, there were fewer than 100 baptisms in all the parishes of the planning area.
- There was a large decline in Catholic school enrollment even though Catholic schools enroll many non-Catholic children.
- This planning area during the past decade had the largest decline in Catholic school enrollment and PSR enrollment of any planning area.
- As Catholic families in North County generally do not choose public education, there are few children in PSR.





# OUR PLANNING AREA

## MINISTRY TRENDS

	Registered Parishioner Households		Number of Catholics	Weekend Mass Attendance		Church Capacity	Baptisms	Funerals	Parishioner Children in:	
							Five Year Average 2017-2021		Catholic Schools (Include Privates)	
	2011	2021	2021	2019	2021					
Blessed Teresa of Calcutta (Ferguson)	1,145	675	1,560	382	228	425	14	32	86	2
Holy Name of Jesus (Bissell Hills)	840	504	1,020	289	165	460	2	30	8	0
Sacred Heart (Florissant)	1,668	1,410	3,800	876	648	500	38	59	296	8
St. Angela Merici (Florissant)	975	596	1,440	n/a *	n/a *	350	3	25	20	0
St. Ann (Normandy)	427	344	790	277	204	600	7	18	52	2
St. Ferdinand (Florissant)	1,726	1,131	2,885	605	469	700	18	41	122	9
St. Martin de Porres (Hazelwood)	924	618	1,520	507	269	500	10	20	11	4
St. Norbert (Florissant)	1,104	731	2,093	522	329	800	13	22	74	5
St. Rose Philippine Duchesne (Florissant)	1,290	828	2,153	474	257	500	5	33	58	8
St. Sabina (Florissant)	1,166	680	1,810	495	225	500	5	16	9	25
TOTAL	11,265	7,517	19,071	4,426	2,794		116	298	736	63

\* St. Angela Merici parish does not participate in the October Mass Counts



# OUR PLANNING AREA CATHOLIC SCHOOL ENROLLMENT IS DECLINING

- The six elementary school campuses in this planning area have 1,206 children enrolled in Catholic elementary, down 36% from 5 years ago. Five school campuses have under 200 students.
- Most schools draw heavily from outside of their parish, primarily non-Catholic students (4 of the 6 draw 50% or more from non-parishioners).
- The number of students going to Catholic elementary schools from the parishes in planning area is 736.
- There are 63 students enrolled in PSR in 2021, down 76% from 5 years earlier.



# OUR PLANNING AREA

## CATHOLIC SCHOOL TRENDS

	2021-22	2021-22	2021-22 vs 2016-17	2021-22	2021-22
	Enrollment (K-8)	Enrollment (Pre-K) PK 3-4 & PK 4-5	5 Year Percent Change in (K-8) Enrollment	% K-8 Students Registered in Parish	% K-8 Students Living in Parish Boundaries
Blessed Teresa of Calcutta (Ferguson)	159	30	(20%)	50%	65%
Sacred Heart (Florissant)	340	61	(7%)	80%	33%
St. Ann (Normandy)	168	27	16%	28%	51%
All Saints Academy - St. Ferdinand (Florissant)	170	22	(24%)	65%	38%
All Saints Academy - St. Norbert (Florissant)	187	21	(22%)	36%	40%
All Saints Academy - St. Rose P. D. (Florissant)	182	17	(16%)	30%	35%
TOTAL (% Change includes schools that closed)	1,206	178	(36%)	n/a	n/a





# ALL THINGS NEW

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STEADFAST IN FAITH • FORWARD IN HOPE

OUR PARISH  
ST. NORBERT - FLORISSANT

# ABOUT OUR PARISH

- St. Norbert was established in 1965 in a rapidly growing area of North County.
- A parish school was opened much later in 1988. St. Norbert parish came together with St. Rose Philippine Duchesne and St. Ferdinand parishes in 2018 to form the regional All Saints Academy, with St. Norbert still having a school campus.
- This is a parish of 730 households with 187 children in the campus of All Saints Academy on St. Norbert's campus.
- The current parish church opened in 1991 and seats 800.



# ABOUT OUR PARISH

- The most rapidly changing racial diversity of any parish area in North County has resulted in a sharp decline in St. Norbert parishioner households.
- Mass attendance has declined along with the decline in parishioners. The parish is aging and there has been a sharp decline in baptisms, children in Catholic schools, and children in PSR.
- Parish investment in the school has been within recommended levels, but parish reserves have declined to near zero and below.





# OUR PARISH AREA HAS EXPERIENCED AN ACCELERATION OF THE AFRICAN-AMERICAN POPULATION

- Population has remained stable over the past two decades.
- An accelerating change in the diversity of the population as the percent white has declined from 87% to 26% in just 30 years.
- Median household income is \$81,200 which is well above the archdiocesan average of \$60,700. Unique to St. Norbert area is that African-American median household income is higher than it is for whites households.
- Only 12% of the resident population is Catholic which is well below the archdiocesan average of 18%.



# OUR PARISH

## DEMOGRAPHIC TRENDS

(U.S. Census Data)	1990	2000	2010	2020
Population	16,672	19,174	18,813	18,689
Percent Change		15%	-2%	-1%
Households	5,507	6,602	6,775	6,950
Percent Change		20%	3%	3%
Population				
White	14,463	12,788	8,368	4,860
Percent of Total	87%	67%	44%	26%
Black	1,964	5,647	9,472	12,494
Percent of Total	12%	29%	50%	67%
Other/Multi-Race	245	739	974	1,335
Percent of Total	1%	4%	5%	7%
Hispanic (not a race)	140	276	353	400
Percent of Total	1%	1%	2%	2%
% of Population Age 55+	12%	17%	26%	28%

2020 Data	
% of Households - Renters	15%
% of Households - Single Person Living Alone	19%

### Median Household Income

Parish Area	\$ 81,157
Archdiocese	\$ 60,700

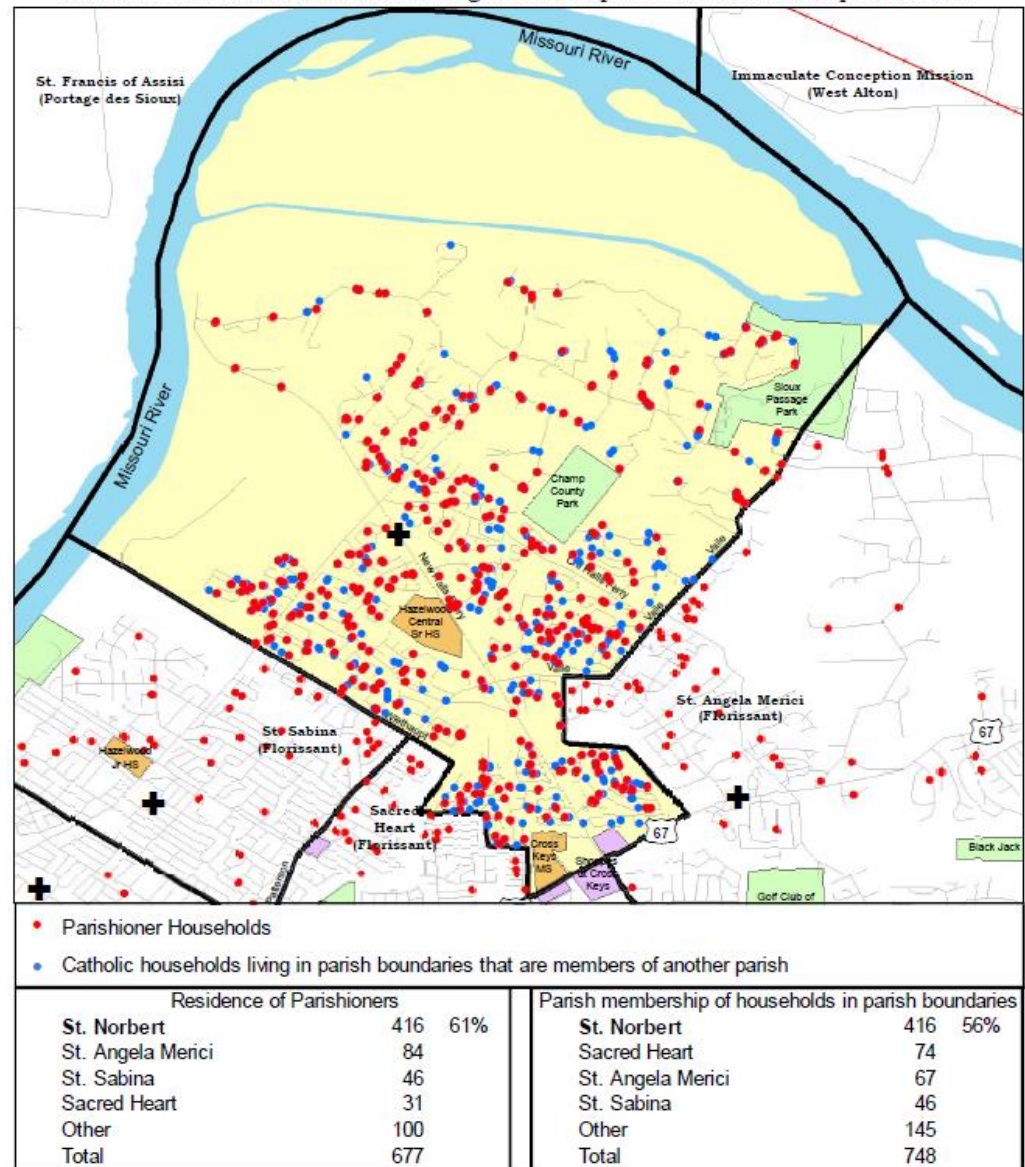
2021 Data	
% of Population Registered Catholic	
Parish Area	12%
Archdiocese	18%
No. of Catholic School Children in Parish Area	132
2017-2021 (Five-Year Average)	
% 8th Grade Students to Catholic High Schools	53%



# WHERE OUR PARISHIONERS & CATHOLICS LIVE

- Red dots are parishioner households; blue dots are Catholic households that are registered at a different parish.
- There are a few more Catholic households in the boundaries (748) than there are parishioner households (677).
- This means that more Catholic households leave the boundaries to affiliate elsewhere than come into the parish from outside the boundaries.
- No significant cross-boundary trends, but African-American Catholics in St. Norbert territory will likely return to their “home” parish in North City for membership and worship.

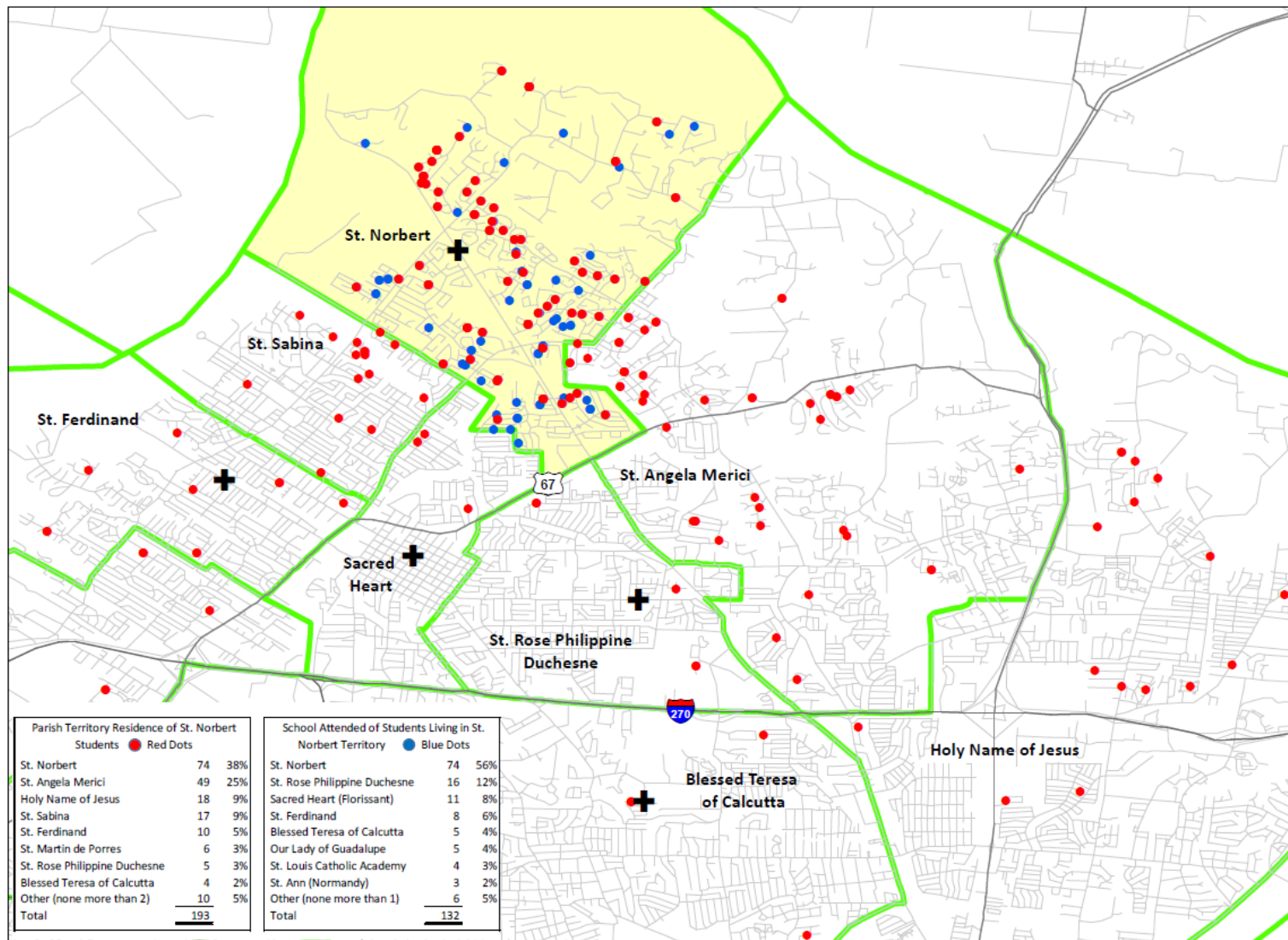
61 Percent of parishioner households live within the parish boundaries  
56 Percent of Catholic households living within the parish boundaries are parishioners



# WHERE CATHOLIC SCHOOL STUDENTS LIVE

All Saints Academy - St. Norbert (Florissant) - Residence of Students (K-8)  
2021-22

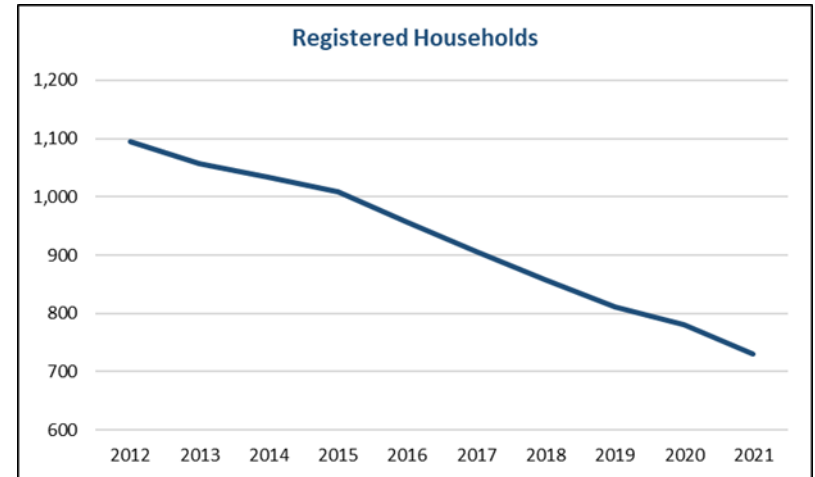
- St. Norbert school campus draws students from all over north county.
- Geographically positioned as it is with adjoining parishes with no schools east or west, only 56% of Catholic school students in the boundaries attend St. Norbert school campus.



# OUR PARISH SACRAMENTAL TRENDS

## REGISTERED HOUSEHOLDS

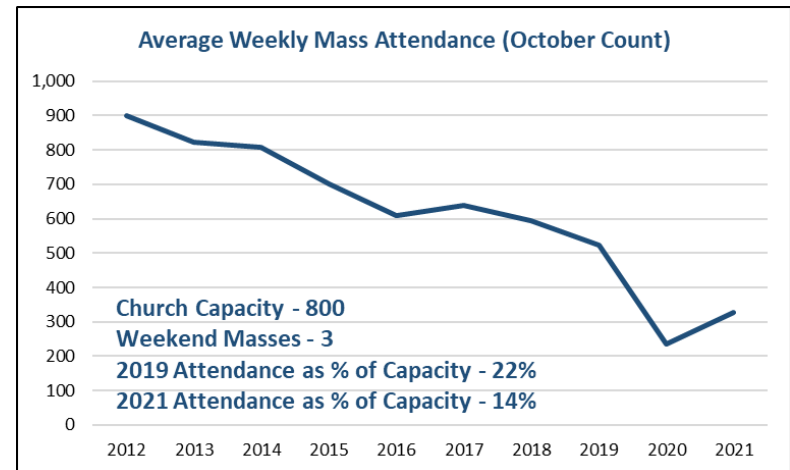
- Parish membership has been on a steep decline especially the last decade as the parish is quickly aging as the demographics have especially impacted the parish.



# OUR PARISH SACRAMENTAL TRENDS

## MASS ATTENDANCE

- Mass attendance has been on a steep decline along with decline in parish households.
- Mass attendance as percent of capacity is below the archdiocesan average of 33% in 2019 and 25% in 2021.
- Pre-COVID Mass attendance as percent of registered parishioners was 22-24%, below the archdiocesan average of 27-29%.

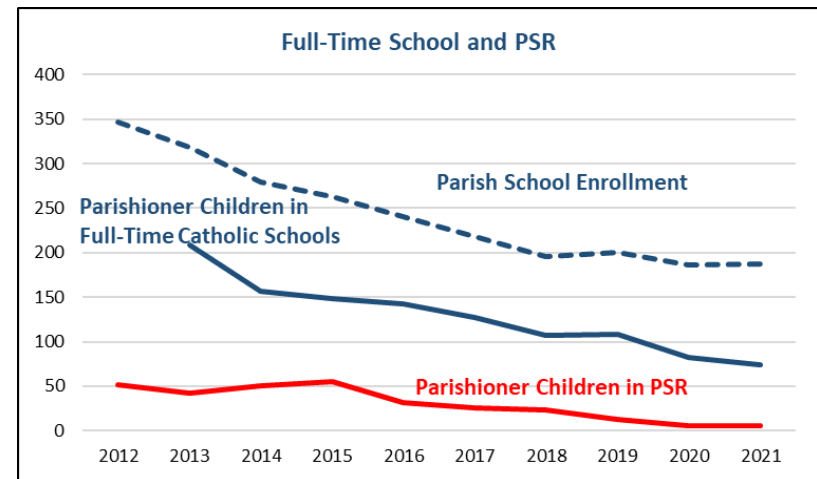
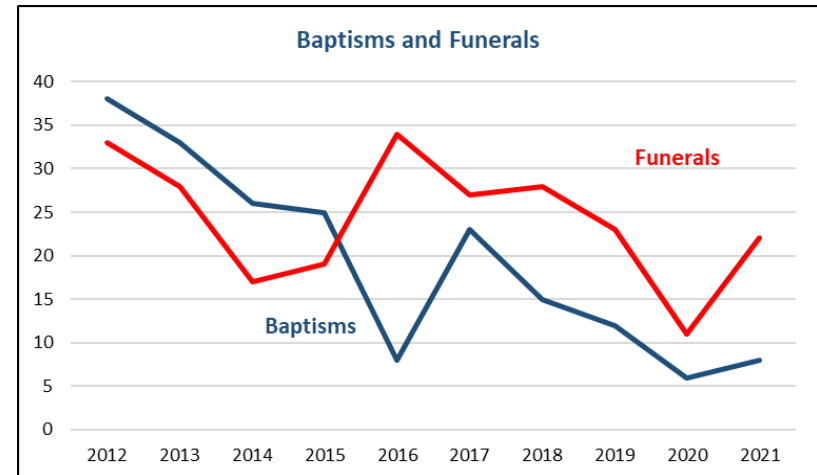




# OUR PARISH SACRAMENTAL TRENDS

## BAPTISMS, FUNERALS, & K-8 RELIGIOUS FORMATION

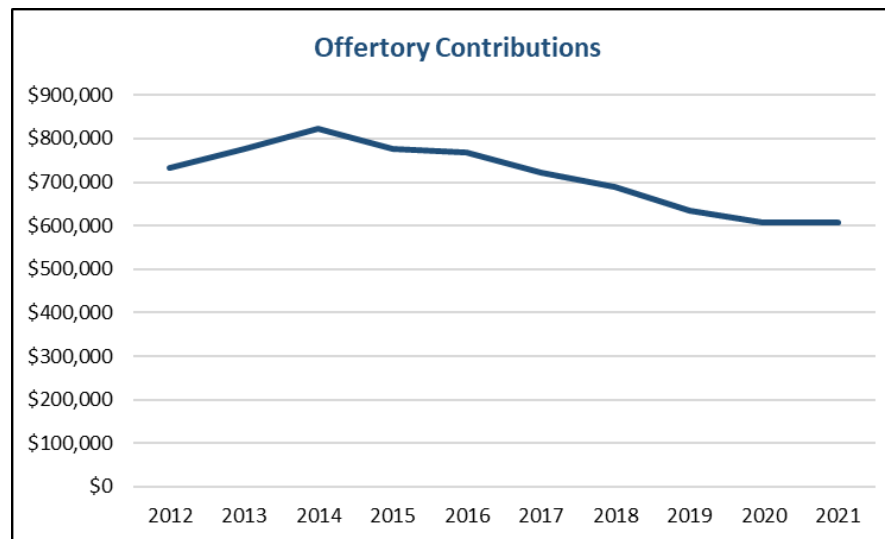
- The parish is aging as there are sharply declining baptisms, declining children in day school and PSR.
- 58% of day school graduates attend a Catholic high school



# OUR PARISH FINANCIAL TRENDS

## OFFERTORY CONTRIBUTIONS

- Offertory has been on a steady decline through the decade through most of the decade, consistent with the decline in parishioner households.

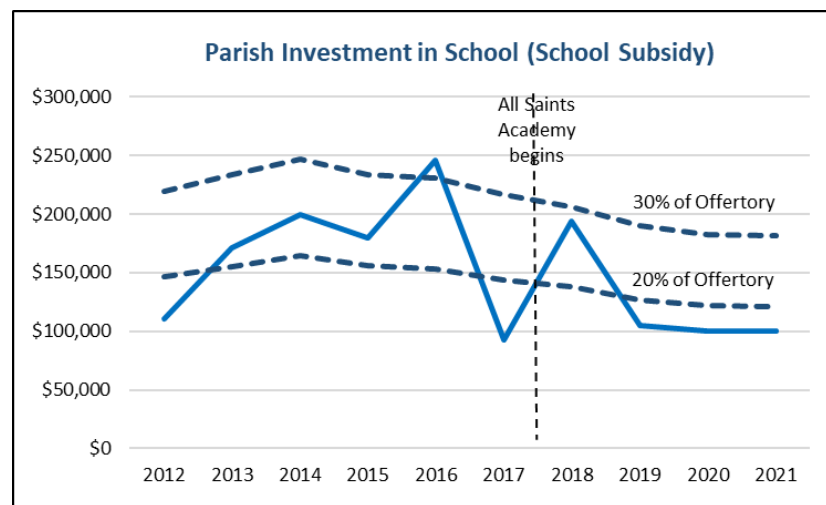




# OUR PARISH FINANCIAL TRENDS

## INVESTMENT IN CATHOLIC SCHOOLS

- Parish investment in the school had been within the 20-30% of offertory recommended range, and has now stabilized by the formation of All Saints Academy.



# OUR PARISH FINANCIAL TRENDS

## PARISH FINANCIAL CONDITION

- Parish total expenses have exceeded revenue, depleting reserves and putting cash flow in a negative position.

